

KOHL'S

Private & Exclusive Brands

Apparel / Product Inspection Procedure

for Domestic Import and Factory Direct Vendors / Suppliers

February 2026



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INTRODUCTION

• Kohl's Private & Exclusive Brand 3rd Party product/production inspection program should not be considered a replacement for QA/QC inspections performed by Kohl's Vendor, Overseas Vendor Agent or Factory QA/QC teams.

• 3rd party inspections are intended to supplement those inspections and validate that final production meets Kohl's quality expectations, requirements and specifications before shipping and to build quality performance data for Kohl's Quality & Fit KPI scorecard

• Kohl's is committed to providing our customers with quality product, placing strong emphasis on assuring the consistency of product quality and believes this initiative benefits not only Kohl's, but also our Vendor / Vendor Agent and Factory Partners.

• Kohl's reserves the right to add additional 3rd party product inspections as they deem necessary (e.g., failed inspection, previous quality concerns/issues, test, ecom, key styles, etc.)
• Kohl's reserves the right to request to pull sealed samples directly from cartons ready to ship and be sent off to Kohl's approved 3rd party testing facility for additional testing as they deem necessary (ie: Low performer in Store Audit Process, Quality Concern, Failed testing, etc). This process can be found on K-Link under the Sealed Sample Inspection Process under Quality Assurance

• Internal Pre-Production Meetings and inspections should always be conducted. Kohl's reserves the right to request these inspection reports for any given Kohl's product.

****No Vendor or Factory is exempt from 3rd party Inspections per Kohl's Purchase Order Terms and Conditions****

Payment of Service

• Timely payment to 3rd party inspection company is the responsibility of the Vendor / Supplier

• Method of payment varies by company

RESPONSIBILITIES

Kohl's Quality Assurance Team

- Provides policy regarding what requires 3rd party final random inspection and frequency
- Receives and reviews a copy of all 3rd Party QA inspection reports from the 3rd Party Inspection Co either via email or Inspectorio (whichever is applicable)
- Reviews and provides direction regarding all 'REJECT' ('Fail') inspection results within 24 hrs of inspection report receipt
- Advises if defect samples are to be sent to Kohl's for review (# of samples and where and to who they should be sent to)
- Answers all queries/questions related to 3rd Party QA product/production inspections conducted for Kohl's

Kohl's Production Teams

• Directs any queries/questions related to 3rd Party QA product/production inspections (results, waivers, etc.) to Quality.Assurance@kohls.com

Domestic Import and Factory Direct / Vendor, Overseas Vendor Agents, Factories

- Read and abide by Kohl's quality and business practice requirements as stated on **K-Link** (<https://link.kohls.com>) > **Resources > Private and Exclusive Brands > Quality Assurance**
- Fully cooperate with 3rd Party Inspection Co in scheduling, accessibility of all product/shipment/purchase order information, materials, test reports and approvals needed to conduct the inspection
- Will not ship product/shipment/purchase order from a QA inspection without an 'ACCEPT' or 'OVERRIDE' Inspection Result
- Send all queries/questions regarding inspection results to Quality.Assurance@kohls.com
- Send sealed defect samples to Kohl's if requested
- **Vendor/factory needs to inspect following Kohl's AQL standard, inspection levels and sampling and defect classification for all internal inspections completed on Kohl's production**

• **Product Inspection Package** - It is the responsibility of the Vendor to ensure the Factory has and provides the Inspector with the **Product Inspection Package** as specified & contracted by Kohl's

- The **Product Inspection Package** should include all documentation shown below along with any other relevant approvals from Kohl's:
 - PO/Packing List / Packing Instructions
 - Pre-Production Meeting report, Production Plan
 - Technical Specification / Measurement Page(s) / Fit & Construction Approvals / Kohl's Current How to Measure Guide
 - Approved Sample / Bill of Materials / Approved & Actual Trims, Materials, **Shadebands (applicable to only apparel items. Shadebands MUST be a physical sample, no digital shadebands are accepted, Labels & Packaging**
 - Valid Passing/Accepted Material & Full Product Test Reports & GCC (General Conformity Certificate)"
 - Sustainable content - valid certificate should be documented in the test report, product should be labeled and tagged/packaged accurately

3rd Party Inspection Companies

- Conduct FRI (Final Random Inspection) when goods are 100% produced and at least 80% packed for shipping
- **Manual process** - Kohl's Final Random Inspection (FRI) Template (manual) to be used and are posted on **K-Link** (<https://link.kohls.com>) > **Resources > Private and Exclusive Brands > Quality Assurance**
- **Inspectorio process** - Kohl's Apparel Inspectorio inspection workflows (First FRI, Re-FRI) are to be followed
- Reference inspection package documents (Kohl's or Supplier approved), Kohl's minimum construction standards, defect classification lists and how to measure guide for all Kohl's inspections
- Take and include clear images / photos where required - product, documents / approvals, defects, cartons, etc.
- Conduct and report accurate and timely results of inspections performed
- If inspection results are 'REJECT' ('Fail'), take photos / images of samples with defects before sealing samples

Resources to Reference for Inspections

- Reference Kohl's **How to Measure Guide** for the correct method of measure, following the point of measure (POM) code indicated. This guide is available at <https://link.kohls.com> >Resources> Private and Exclusive brands> Global Technical Design> Apparel Resource Tools> How to measure guide for apparel
- Reference Kohl's **Minimum Construction Standards** by product category. These standards are available at <https://link.kohls.com> >Resources> Private and Exclusive brands> Global Technical Design> Apparel resource tools> Minimum construction standards
- Reference Kohl's **Product Safety Standards** which are available at <https://link.kohls.com> >Resources> Private and Exclusive brands> Performance testing> Softlines - apparel & apparel accessories.
- Reference Kohl's **Shipping and Packaging Requirements** which are available at <https://link.kohls.com> >Resources> Logistics> Shipment Preparation and Packaging> Shipping and Packaging requirements

AQL Standard

- AQL is defined as the highest process average (mean) in percentage or ratio of product defects considered acceptable/allowed
- Kohl's AQL standard for Workmanship and Measurement is 2.5
- AQL standard along with General Inspection Level and Lot Size (presented quantity) determines the range of the number of product defects considered acceptable/allowed when inspecting a random statistical sampling

Defect Classification

- Kohl's Defect Classification Lists are posted on K-Link (<https://link.kohls.com>) > Resources > Private and Exclusive Brands > Quality Assurance
- Kohl's DCLs are to be used for evaluating and classifying defects for all inspections for Kohl's production

Critical	Defects that may result in hazardous or unsafe conditions for individuals using or wearing the product and/or do not comply with mandatory regulations.
Major	Functional defects that may reduce the use, wear, fit or comfort of the product OR obvious visual defects that would affect salability.
Minor	Defects that would not reduce the use, wear, fit or comfort of the product, but may influence salability.
Note:	The DCL is a general guideline and is subject to definition of what Kohl's considers a defect and/or defective

Inspection Sampling Plan & Defect Allowance

Packing & Packaging

- A general **Packing & Packaging overview** and compliance and condition **check** is required.
- **Document** the number of cartons, carton number and actual cartons that are pulled to meet the workmanship inspection sampling plan
- **3 cartons** per style / item, PO type (store/B&M, ecom) and pack type (solid, assortment) **pulled for workmanship inspection** should be reviewed

Packing Check:

- **Carton** - Confirm carton is in good condition (ie: not damaged, wet, crushed, torn, odor, etc)
- **Packing** - Confirm items are packed according to PO / Packing list / Instructions
- **Anti-Mold / Anti Moisture** - Document all anti-mold/anti-moisture products placed or used in the carton
- **Fold / Hanger** - Confirm items are packed according to PO / Packing list / Instructions
- **Polybags** (*where applicable*) - Confirm polybag is sealed according to packing instructions, in good condition and includes proper warnings
- **Product Ticketing / Tags** - Confirm all products include proper ticketing and hangtags and complete a barcode scan to verify accuracy
- **Mixed Shade Lots packed together** - Confirm Kohl's approval for mixed shade lots packed together in a carton and shade lots within cartons are within tolerance of physical approval sample provided

Workmanship

If the same selling unit has multiple workmanship defects, all should be documented but:

- 1 or more defects within a sample counts as 1 defective sample/unit, noting the most serious defect 1st

- The inspection plan for **WORKMANSHIP** is based on
- ANSI/ASQC Z1.4 (MIL-STD-105E) Normal Single Sampling Plan
- General Inspection Level II
- AQL 2.5 Major & Minor Combined (Major = 1 pt., Minor = .5 pt)
- Lot Size (shipment quantity)

Visual / Workmanship / Construction Check:

ASSEMBLY / CONSTRUCTION	FINISHING	PRINTING
COLOR	FINISHING - DRY PROCESS	PRODUCT LABELING
EMBROIDERY	FINISHING - WASHING	SAFETY
FABRIC / MATERIAL	STITCHING	SEAMS
STAINING	TRIMS	
LOT SIZE	SAMPLE (Pull) SIZE	Accept / Reject on AQL 2.5
91 – 150	20	1.5 / 2
151 – 280	32	2.5 / 3
281 – 500	50	3.5 / 4
501 – 1,200	80	5.5 / 6
1,201 – 3,200	125	7.5 / 8
3,201 – 10,000	200	10.5 / 11
10,001 – 35,000	315	14.5 / 15
35,001 – 150,000	500	21.5 / 22
150,001 – 500,000	500	21.5 / 22
500,001 – over	500	21.5 / 22

Function / Safety Check

Function / Safety Check:

- 3 random samples should be checked for function and safety
- Functionality check of trims including zippers, elastic, buckles, Snaps, etc.
- Includes 3 complete cycles to validate function

Measurement

• Reference Kohl's **How to Measure Guide** for the correct method of measure, following the point of measure (POM) code indicated. This guide is available at link.kohls.com >private brands>technical design>apparel>how to measure guide.

• Only critical and primary points of measure, as indicated on the POM page, are evaluated during FRI measurement audits

If the same selling unit has multiple out of tolerance points of measure, all should be documented but:

- 1 or more out of tolerance POMs within a sample counts as 1 defective sample/unit
- The inspection plan for **MEASUREMENT** is based on
- Custom Sampling (custom inspection level S3/S4)
- AQL 2.5 Major only
- All out of tolerance POMs count as major
- Any out of tolerance Critical POMs for children's garments (functional drawstring length, minimum head stretch) will result in fail

LOT SIZE	SAMPLE (Pull) SIZE	Accept / Reject on AQL 2.5
91 – 150	13	1 / 2
151 – 280	13	1 / 2
281 – 500	20	1 / 2
501 – 1,200	20	1 / 2
1,201 – 3,200	32	2 / 3
3,201 – 10,000	32	2 / 3
10,001 – 35,000	32	2 / 3
35,001 – 150,000	50	3 / 4
150,001 – 500,000	80	5 / 6
500,001 – over	80	5 / 6

Children's Sleepwear

• ALL Snug Fitting and Flame Resistant Sleepwear programs/styles must go through Kohl's 3rd Party Quality Assurance Inspection and receive an Accept result prior to shipment.

Snug Fitting

- The inspector will randomly pull and measure one size run representative of production across any/all colorways in the order.
- The Inspector will measure the 7 key body measurements for each size to confirm it is compliant as per Kohl's specs and within CPSC 16 CFR 1615/1616 standards.
- A REJECT inspection result for measurement would require a 100% measurement check by the factory.
- No override ability is allowed against Kohl's specified tolerances.
- Reference the Children's Sleepwear SOP @ <http://link.kohls.com/> >performance testing>apparel & apparel accessories.

Flame Resistant

• Flame Resistant sleepwear will go through the normal inspection meeting Kohl's QA Inspection standards.

3rd Party Final Product Inspection Policy				
Requirement	A Passing or Accepted final random inspection (FRI) completed by an approved 3rd party inspection service using Inspectorio for all Kohl's Private & Exclusive (Proprietary) brand base styles + fit + customer size range by X-Factory Dates (XF)			
Focus	Final Random Inspection (First FRI), to validate outgoing product quality of shipments that are 100% produced and at least 80% packed			
Conducted	Inspections should be completed by the style / item, order type (direct import - Kohl's, domestic - Vendor) and packing method presented for inspection			
Inspection Booking	<p>PO Selection Vendor/Supplier is responsible for selecting or creating PO(s) for Inspections</p> <p>All inspections (3P & VSI) should be booked using Inspectorio</p> <p>Styles/PO Grouping Multiple PO's CAN BE inspected together that are the same: Brand Style + Size Range in multiple colors/washes, prints & fabrications that have the same X-Factory Dates</p> <p>*Women's/Juniors Plus & Men's Big sizes should NOT be inspected together with Regular sizing</p>			
Inspection Requirements based on BASE Styles Total Ordered Units				
New / Fashion / 1 Season / Test / Replenishment Inspections Required Every Fiscal Season / 6 Months	< 35k Units	≥ 35K Units	All Additional Shipments	Inspector
	1st OR Largest XF & Last XF	1st & Last XF + Largest XF each Month with > 10k total units	All additional PO's should be VSI inspected using Inspectorio if available; otherwise, inspections must be provided within 24 hours of request.	Intertek SGS BV
*Test Orders	The initial test order must be inspected by a 3rd party inspection company (ITS or SGS) if the product rolls out to a Bulk/Store order the largest PO/shipment is required to be inspected			
**Children's Sleepwear	All production (snug fitting, flame resistant, etc.) runs / shipments / XF dates every 6 months for the Fiscal Season delivered in			
	Snug Fitting and Flame Resistant Sleepwear must have Accept / Pass results prior to shipping			
Additional Requirements Washed Denim & Non Denim Wovens	<p>All Washed Program Vendors Perform VSI TOP inspection for all styles at production start in Inspectorio (after 2% of production has been complete)</p> <p>Certified VSI Vendors Along with VSI requirements, a 3rd Party Inspection is required on the first or largest XF</p> <p>Non Certified Vendors Follow inspection frequency per current process</p>			
New Vendor and/or Factory	<p>Mandatory TOP (Top of Production) inspections must be conducted for all new vendors and factories on their first style and production run.</p> <ul style="list-style-type: none"> • New Vendors/Factories: TOP inspection via 3P on first production run of each style for the first 3 months. • New Factory already producing for Kohl's: VSI TOP inspections on the first production run of each style for the first 3 months. • The TOP inspection must be performed during the initial production run using the main colorway. • All inspections must be documented in Inspectorio. If Inspectorio onboarding is still in progress, documentation may be completed manually. <p>Sample Size: Based on AQL 2.5 (approximately 1-2% of output per style) Inspection should be completed using Inspectorio > Workflow > 3P TOP APPAREL or VSI TOP APPAREL</p> <p>Inspection Criteria Product Label Check Workmanship Measurement Functionality / Safety Check Product Conformity</p> <p>Any questions contact the Quality.Assurance@Kohls.com</p>			

Measurement Audit / Points of Measurement (POMs)

Only primary and critical points of measure should be measured

POMs below should be used as a guide to Kohl's primary POMs and are classified by Garment Type

Follow primary and critical points of measure rule for other garment types not referenced below

Some POMs are for Placement only and needed for accurate measuring

Contact quality.assurance@kohls.com with questions regarding what POMs should be measured

Garment Type	Kohl's POM Code	POM Description	Comment
Tops - Knit, active, woven, hoodies			
Top	A300	LENGTH HIGH POINT SHOULDER TO HEM	
Top	A260	CHEST 1" BELOW ARMHOLE RELAXED	
Top	A290	SWEEP RELAXED AT HEM	
Top	A360	SLEEVE LENGTH FROM CENTER BACK	
Top	A330	ARMHOLE DROP FROM HIGH POINT SHOULDER	Tank / sleeveless only
Top	A122	MINIMUM HEAD STRETCH	Critical for Children
Top	A250	ACROSS SHOULDER	
Top	A132A	COLLAR LENGTH AT TOP EDGE	Woven dress shirts only
Top	A130	COLLAR STAND LENGTH FROM BUTTON TO BUTTONHOLE	Woven dress shirts only
Top	A141	HOOD HEIGHT	Hoodies / hooded tops
Bottom - shorts, denim, woven, knit			
Bottom	A400	WAIST AT TOP EDGE - RELAXED	
Bottom	A401	WAIST AT TOP EDGE - EXTENDED	
Bottom	A403 EXP/A403C EXP	DRAWSTRING LENGTH - FULL CIRCUMFERENCE / DRAWSTRING EXPOSED LENGTH CRITICAL/PRIMARY	Critical for Children
Bottom	A411	HIGH AND LOW HIP PLACEMENT FROM TO EDGE	Use for placement of low hip A412
Bottom	A412	LOW HIP # FROM TOP EDGE	
Bottom	A425	THIGH AT 1" BELOW CROTCH POINT	
Bottom	A425HC	THIGH AT 1/2" BELOW CROTCH POINT	Children's only
Bottom	A438	LEG OPENING RELAXED	
Bottom	A450	FRONT RISE TO WAISTBAND SEAM OR TOP EDGE	
Bottom	A460	BACK RISE TO WAISTBAND SEAM OR TOP EDGE	
Bottom	A500	INSEAM	
Dresses	A122	MINIMUM HEAD STRETCH	Critical for Children
Dresses	A250	ACROSS SHOULDER	
Dresses	A260	CHEST 1" BELOW ARMHOLE RELAXED	
Dresses	A270	WAIST RELAXED - TOPS	
Dresses	A290	SWEEP RELAXED AT HEM OR TOP OF SLIT	
Dresses	A300/A305	LENGTH HIGH POINT SHOULDER TO HEM / LENGTH PEAK TO HEM	
Dresses	A330	ARMHOLE DROP FROM HIGH POINT SHOULDER	
Dresses	A340	UPPER ARM OR MUSCLE 1" BELOW ARMHOLE	
Dresses	A360	SLEEVE LENGTH FROM CENTER BACK	
Dresses	A403 EXP/A403C EXP	DRAWSTRING EXPOSED LENGTH CRITICAL/PRIMARY / DRAWCORD EXPOSED LENGTH CRITICAL/PRIMARY	Critical for Children
Skirts	A290	SWEEP RELAXED AT HEM OR TOP OF SLIT	
Skirts	A400	WAIST AT TOP EDGE - RIDGID WAIST	
Skirts	A403 EXP/A403C EXP	EXPOSED LENGTH CRITICAL/PRIMARY	
Skirts	A411	HIGH AND LOW HIP PLACEMENT FROM TO EDGE	Use for placement of low hip A412

Skirts	A412	LOW HIP # FROM TOP EDGE	
Skirts	A505	SKIRT LENGTH CENTER FRONT TOP EDGE	
Skirts	A506	SKIRT LENGTH CENTER BACK TOP EDGE	

Booking 3rd Party Final Inspections

There are 2 methods of conducting 3rd party final inspections.

- Inspectorio should be the main platform used, Manual inspections would be a back-up to Inspectorio - should discuss with Kohl's PI to complete Manual Inspection
- For both methods, Kohl's IRF (inspection request form) is to be filled out and submitted to the 3rd Party Service Provider at least **2 weeks or 10 business days** prior to the proposed inspection date.

Kohl's IRF via Email

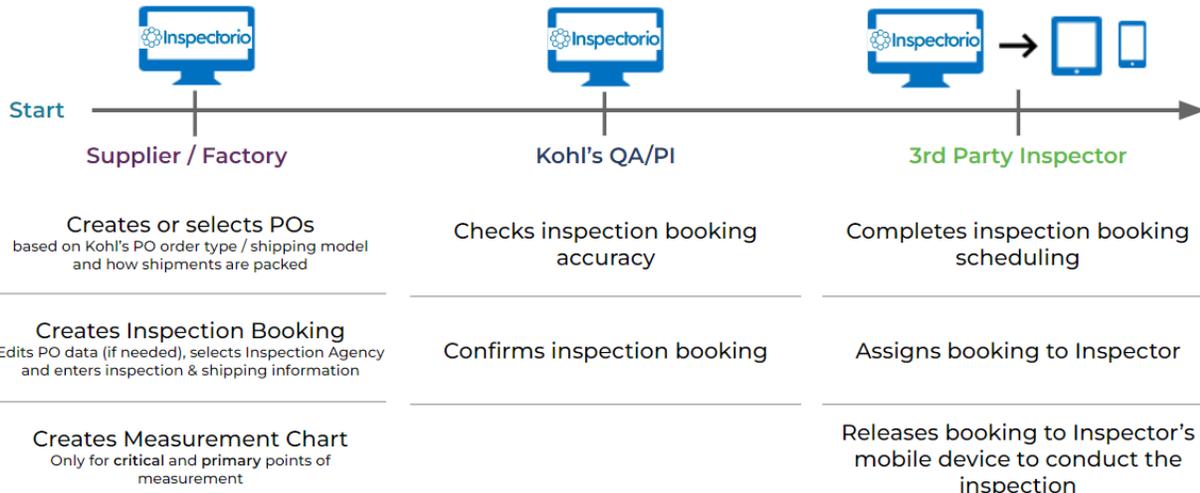
- Following directions on the form, vendor/factory fills out the Kohl's IRF (inspection request form) and sends to 3rd party inspection office
- An Inspectorio indicator is included on the Kohl's IRF to identify if First FRI inspection is to be conducted using Inspectorio mobile app and to provide the 4 digit Inspectorio booking # / ID. Best practice is to create the Inspectorio booking prior to filling out the IRF
- Kohl's IRF and 3rd Party Contact List can be found on K-Link (<http://link.kohls.com>): *Resources > Private & Exclusive Brands > Quality Assurance*
- Any revisions to the inspection (date, shipment quantity, styles, etc.) or cancellations must be communicated directly to the Inspection service >24 hours prior to the inspection date

Kohl's Inspectorio Booking via Inspectorio

- Vendor is to follow the Visual Process Guide posted on K-Link



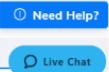
Purchase Orders & Inspection Bookings | Apparel - 3rd Party Inspection



KOHL'S | PROPRIETARY BRANDS QUALITY ASSURANCE

Questions | email quality.assurance@kohls.com

Click on Live Chat or Need Help? for Inspectorio Support



Inspection Results

<i>Vendor/Factory is required to have an inspection report of ACCEPT (Pass) or OVERRIDE status in order to ship.</i>			PASS (Accept)	ACCEPT AS IS (Override)	FAIL (Reject)
FIRST FRI	First Final Random Inspection		<p>Ship on PASS</p> <p>Manual:</p> <p>3rd Party Inspection Co sends report via email to supplier & quality. assurance@kohls.com</p> <hr/> <p>Inspectorio:</p> <p>Reports will be marked as PASS on the platform</p> <hr/> <p>No further Action. Goods are Approved to ship</p>	<p>Report results are FAIL</p> <p>Manual:</p> <p>Proof of documentation has to be provided to Kohls QA/PI team for review and consideration.</p> <p>Factory may SHIP AS IS (Override) after Kohl's QA/PI team confirmation.</p> <hr/> <p>Inspectorio:</p> <p>CAPA to be completed by Vendor or Factory</p> <p>CAPA to be entered in Inspectorio platform (in English) by Vendor / Factory</p> <p>Kohl's enters Comments in CAPA GENERAL CHATBOX</p> <p>Kohl's marks CAPA as Approve</p> <p>Factory may SHIP AS IS (Override) after Kohl's QA/PI team confirmation.</p>	<p>Report results are FAIL</p> <p>Manual:</p> <p>Factory needs to do internal sort, inspection, and rework</p> <p>Vendor/Factory is to schedule a 3rd Party Re-FRI</p> <hr/> <p>Inspectorio:</p> <p>CAPA is to be completed (in English) by Vendor / Factory</p> <p>Kohl's marks CAPA as Re-Inspect, Accept (Override) or Reject</p> <p>Vendor / Factory schedules RE-FRI</p> <p>Kohl's may opt to cancel shipment after 1st Re-Inspection</p>
RE-FRI	Re-Final Random Inspection 1st Re-Inspection	FIRST FRI is Fail / Reject			

• Kohl's QA will reply to all failed / reject inspections within 24 hours of receipt

• Kohl's holds the right to enforce a penalty for shipped products with a missing or failed final random inspection

• Based on the failure, Kohl's QA/PI will include Kohl's Technical Design, Production, Sourcing teams as applicable for visibility to all

Failed inspections are not approved to ship until Kohl's QA provides approval If Inspections fail for:

Measurement	<ul style="list-style-type: none"> • Kohl's may need to review out of tolerance samples • Kohl's QA will request samples and/or photos/images as needed 	
Workmanship	<ul style="list-style-type: none"> • Factory needs to sort, inspect, and rework and schedule 3rd party Re-FRI as soon as goods are ready • Kohl's QA will request samples and/or photos/images as needed 	
Visual	<ul style="list-style-type: none"> • Visual defects such as color, Kohl's QA will need to review with Kohl's Production to determine if customer acceptable • Kohl's QA will request samples and/or photos/images as needed 	
Safety	<ul style="list-style-type: none"> • Inspection automatically fails, production is not allowed to ship if a safety or performance issue is identified, such as: <ul style="list-style-type: none"> • Sharp points • Functional or decorative parts not secure (for Children's product only) • Mold • Factory needs to conduct 100% inspection, determine quantity of shipment impacted and if goods can be corrected/reworked, sorted out or remade • If production shipment is not cancelled, 3rd party Re-FRI is required and all remaining shipments would require 3rd party First FRI • Kohl's QA will request samples and/or photos/images as needed 	
Product Testing / Compliance	Manual	<ul style="list-style-type: none"> • No Testing, Failed and/or Expired Whole Product Testing - Kohl's QA/PI will notify Production product is not allowed to ship until Kohl's QA/PI confirms or receives notification that passing or accept as-is testing has been completed, Kohl's QA will reply with final inspection result
3rd Party Re-Inspection is not required	Inspectorio	<ul style="list-style-type: none"> • If No Test Reports are provided <ul style="list-style-type: none"> • FAIL is triggered, passing or accept as is report should be uploaded to the Inspectorio CAPA for Kohl's QA/PI review and approval • Failed or Expired test reports are provided <ul style="list-style-type: none"> • Pictures of first 3 pages of test report(s) showing the Overall Rating are required, enter test report #, report date and failure in description • FAIL is triggered, passing or accept as is report(s) must be uploaded to the Inspectorio CAPA for Kohl's QA/PI review and approval

Packing / Packaging	<ul style="list-style-type: none">• Fail / Reject result should only be for poor carton or product conditions (damp/wet, odor, damaged, etc.) and/or mixed color/finish shade lots packed together that were not approved by Kohl's and/or out of tolerance of approved shade bands• 3rd Party re-inspection may be required on a case by case basis and proof of correction may be requested as needed• Important: It is the supplier's responsibility to pack and ship goods to Kohl's DCs following Kohl's Logistics requirements or you may be subjected to vendor chargeback(s) from Kohl's Vendor Compliance
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Appendix

Policies

Cancellation Policy

Cancellation of inspection must be communicated in advance of schedule date, as per Inspection Service policy.

- **Not doing so may result in a penalty fee.**

On the scheduled inspection date and time, if the inspector finds the required quantity of the shipment is not completed and packed (**FRI: <80%**) – the inspection will be **aborted**.

- The Vendor will be charged the man-day rate and out of pocket expenses.
- Vendor is required to reschedule the inspection.

Kohl's Bribery / Attempted Bribery Policy

Kohl's Department Stores has a Zero Tolerance policy regarding the bribery or attempted bribery of any Kohl's third party Factory Compliance Monitor (Social Compliance or C-TPAT) or Quality Assurance Inspector. If a facility attempts any form of bribe or perceived offer, the facility will immediately be made Not Authorized (NA) to produce for Kohl's (including National Branded goods).

If the reported/alleged bribery/attempted bribery incident requires further Kohl's investigation, the facility will remain in NA status during the investigation. This will ensure that our risk does not increase during the period of the investigation. Upon completion of our investigation, notification of the results (confirmed vs. not confirmed) will be sent to the appropriate parties. If the bribery or attempted bribery is confirmed, the factory will remain in the NA status.

The Vendor/Agent is responsible for the following:

1. Communicate Kohl's bribery policy to facility management and all applicable employees producing Kohl's private goods, exclusive branded products, or where Kohl's is the importer of record.
2. Do not offer envelopes of any form to Kohl's third party Factory Compliance Monitor(s) or Quality Assurance Inspector(s)
3. Do not offer cash or any type of gift that could be mistaken for an attempt at bribery. There is no minimum value applied to any offer of benefit; intent is the determining factor regardless of value.
4. Liable for all associated costs, including loss of sales if a facility is made Not Authorized due to bribery or attempted bribery
5. Producing evidence that can fully repudiate any allegations made

To report bribery incidents or for questions about this policy: factory.compliance@kohls.com

Code of Ethics

All 3rd party Inspection services must be provided in a professional, independent and impartial manner and in full compliance with Kohl's approved methods.

Auditors/Inspectors are trained on ethical issues upon employment and on a continual basis. They will provide documentation describing the anti-bribery policy to Vendor and factory management at the opening of each meeting. This documentation includes a letter listing senior management contacts, which is signed by the Vendor and/or factory.

Pre-Production Meeting / Sample Pilot Run

Pre-production meetings facilitate alignment in expectations between Kohl's and our Vendor and Factory Partners. These meetings lead to improved overall production process for the factory, thereby impacting all future styles produced with this factory and Vendor.

It is the Vendor's responsibility to ensure this meeting is scheduled for every new and repeat style in their factory(s)

Required Items

- Approved sample, clearly tagged or marked with Kohl's approval
- Kohl's Approved Technical Specification including any critical points of attention and/or Fit
- Bill of Materials (BOM) including Materials & Trims, Labels, Packaging and any other items included
- Approved Care, Content and Tracking Labels, Trim Cards, Color Submits, Shade Bands, etc., as applicable
- Development Material & Full Garment/Product Test Reports, Waiver's from Kohl's (if applicable)
- Factory's Production Plan
- Any other applicable approvals

Required Attendees

- | | |
|--|--|
| <ul style="list-style-type: none"> • Vendor VP of Manufacturing • Vendor QA and/or QC • Vendor In-Line Inspector • Vendor Technician • Vendor Product Manager • Factory Manager/Production Manager • Factory QA Manager | <ul style="list-style-type: none"> • Factory Sample Room Technician • Production Floor Cutting Supervisor • Production Floor Sewing Supervisor • Production Floor Finishing Supervisor • Production Floor Packing Supervisor • Factory Engineer/Mechanic |
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The Vendor/Factory should use their own meeting template to evaluate and review the style or program

- All attendees must be indicated on the report as well as the meeting date.
- Kohl's reserves the right to request the Pre-Production Meeting report on any Kohl's style or program.

Minimum Discussion Points

- Overall review of the approved sample or program
- Is the 'Fit Approved' technical specification available
- Has all construction direction on the technical specification been reviewed
- Have the materials/fabric arrived and passed inspection(s). Review the report against the order to confirm.
- Have all approved trims, labels, thread, etc arrived. Detail out what is needed and whether they have arrived and have been confirmed as approved.
- Is all machinery, including fusing & electric or pneumatic snap equipment, necessary to product the product available and in working order
- Should a preferred supplier be contacted to assist with any machine settings
- Review the status of lab testing and what may be pending

- Review shade band or dye lots, as well as ensure that they were approved by Kohl's, as applicable

Sample / Pilot Run

- A sample or pilot lot is recommended for all programs as part of the normal production procedure.
- A sample or pilot lot is simply the beginning of production using all approved materials.
- It's an opportunity to review the first completed units or top of production
- Factory QA personnel performing this inspection must have the authority to revise or correct any production method causing a potential quality issue.
- Any significant quality issue should be sorted and corrected (if applicable)
- The root cause of the quality issue should be identified and corrected before production proceeds

Production Best Practices

Storage

- Fabric rolls need to be tagged with relevant information.
- Dye lots need to be separated.
- All fabrics must be above ground level to avoid contamination
- Proper shelving racks are critical to maintaining good inventory control.
- Trims must also be properly separated and stored.

Fabric Inspection

- Fabric rolls need to be tagged with relevant information.
- The 4-point grading system should be employed by all mills and factories. The vendor must ensure consistent application across their entire factory base.
- Fabric inspectors within the factory require proper training.
- Fabric inspectors must cut swatches from the beginning of the roll and match the color shade to the middle and end of the roll.
- Fabric inspectors must build their own library of defects.
- Fabric inspectors must generate detailed reports to help factory management communicate effectively with the mills & factory

Spreading & Cutting

- Factories must select qualified employees to spread the fabric.
- Fabric must be spread properly (to grain, not wavy, on line, correct nap direction, relaxed, etc.)
- Fabric cutters must be properly trained on correct cutting procedures
- Fabrics must be cut in the same direction to ensure consistency
- Proper clamps and pins must be used to hold down the fabric layers
- Cutting rooms must have adequate lighting be kept clean to avoid contamination and provide a safe work environment.

Cutting Inspection

- Cutting inspectors must be properly trained to ensure the matching of all cut parts as well as ensuring color consistency
- Cutting inspection forms must be standardized.
- Cutting problems must be reported to the sewing/ production supervisor.

Sewing Lines

- In-line inspection procedures must be implemented to check collars, cuffs, necks, lap seams, and placket assembly.
- Factories must position inspection stations within the sewing lines for checking major parts and assemblies.
- Critical parts and / or assemblies must be 100% checked.
- One operator and one inspector must be utilized for checking critical parts that have potential safety hazards (i.e. snaps on children's garments).
- Pre-production meetings must be held with the factory and critical inspection checkpoints must be established.
- Factories must avoid sewing dark color garments in the same sewing line with light color garments.

Finishing Lines

- Finishing line operators must be properly trained to handle pressing equipment with correct settings by fabric type/blend.
- Packaging area must be organized and properly supervised. This is a critical inspection checkpoint
- Supervisors must ensure that the correct hangtags, price tickets, etc. are provided to the proper production packing stations to avoid any possibility of mislabeling.
- Work tables should be cleared of all merchandise, tags/ tickets (that are not applicable) prior to starting another size / color or style.

Revision Date	Description of Change(s)
7/28/2022	Added in policy for sealed sample inspection policy to the introduction Clarified shadeband requirements Added Ecomm exclusive inspection policy Clarified Packing / Shipping & Packaging in Inspection Sampling Plan & Defect Allowance Changed Kohl's may opt to cancel shipment after 1st Re-Inspection from 3rd Re-Inspection to 1st
11/8/2022	Updated Visual / Workmanship / Construction Check to match defect classification list
4/10/2023	Updated manual inspection should only be completed on apparel inspections on an exception basis and approved by Kohl's QA/PI
2/2/2026	Updated 3rd party inspection policy to include new vendor and factory inspection policy, added washed denim and non denim woven requirements. Updated formatting to follow reference guides
2/2026	Updated 3rd Party TOP inspection policy to align with reference guides